

stressed employment. A representative of one Community Welfare Council in a large city expressed the opinion that older workers' employment problems are outside the welfare field, and that the State Employment Service should take the initiative in organizing community efforts to deal with them.

There is a question as to who in the CSES should spearhead attempts for developing active local programs to improve older workers' employment opportunities. Local offices feel hampered by limitations of time and staff. In the metropolitan areas, community groups may cut across local office boundary lines. Although communications may be maintained at the area level, some local Older Worker Specialists feel strongly that they need closer personal contact with key individuals and organizations.

2. Operations of a Community Employment Committee

An example of an effective Older Worker Advisory Committee is the organization in Bakersfield, one of the few communities where such a committee is active. The Older Worker Specialist in this local office has been extremely successful since 1959 in maintaining the interest of the group in the employment problems of older workers. Basic local employment problems continue to be a lack of new industry, and the surplus of older workers with limited skills. The committee has no budget and there are continuing questions of "who pays and who doesn't", in connection with the preparation and mailing of meeting notices, postage, phone calls, preparation and duplication of programs, and other operating details. The local OWS feels that the committee must have a full-time co-ordinator if an effective, continuing, long-term program is to be developed and carried out. He has devoted much overtime to this activity. He feels that some means should be found to finance the nominal costs of operations and that the State should pay some of the expenses involved in special activities such as the recent Older Workers' Workshop.^{7/}

The local committee was set up following previous attempts to secure co-operation through the Community Council and other local organizations. Follow-up on the recent workshop was planned largely at the instigation of a representative of one large employer who said, "If we don't do something, the government will tell us what to do."

The local OWS feels that for any effective committee it is essential to:

- a. State objectives specifically.
- b. Develop a constitution and by-laws.
- c. Identify and engage in long-term projects.